

2015-2016 AFFIRMATIVE ACTION - HIB ACTIVITIES

DISTRICT-WIDE: Trainings

Anti-Bullying Coordinator led meetings with Anti-Bullying Specialists to ensure compliance with the district's HIB policy, review cases and implementation of prevention programs (7/28/15, 12/3/15, 4/1/16 and 6/2/16).

New staff trained on the Anti-Bullying Bill of Rights and the district's HIB Policy which included instruction on preventing HIB on the basis of protected categories and other distinguishing characteristics on the following days: 8/26/15, 11/4/15, 3/23/16, 3/23/16, 3/29/16, 3/30/16 and 3/31/16.

Staff trained on the Character Framework and Benchmarks of the Character Strategic Plan and their infusion into the district curriculums on October 9, 2015. The workshop consisted of an overview of the district direction in terms of student character development.

Anti-Bullying Specialist attended the workshop, *Practical Guide to Improving School Culture & Climate*, on October 23, 2015.

Staff attended the workshop, *All Kids Can Succeed: Effective Interventions for Behavioral and Social Challenges*, by Jed Baker Ph. D. on November 3, 2015.

New Jersey Child Assault Prevention Program for Grade 1.

- Elementary CAP Parent workshop on January 6, 2016.
- Grade 1 classroom presentations were scheduled as followed:
 - Lincoln – 1/27/16
 - Radcliffe – 1/27/16
 - Spring Garden – 1/27/16
 - Washington – 1/26/16
 - Yantacaw – 1/26/16

District-wide Affirmative Action training on 4/27/16 which focused on the following topics: ABR, TITLE IX, NJLAD, Protected Characteristics (Sexual Orientation, Gender, Gender Expression, Gender Identity, Transgender).

- **Aaron Potenza, of Garden State Equality, presented an Affirmative Action training for district staff on diversity, stereotyping, and respect for others. His program specifically addressed LGBTQ issues and Transgender Youth.**
- **Lisa Cassilli developed an Affirmative Action power point presentation for district staff on bias, prejudice, stereotyping and the ramifications of such on LGBTQ students and Transgender Youth.**
- **SAC fostered mentoring relationship with an openly gay NHS student to train him in presenting to staff at April professional development.**

DISTRICT WIDE: Activities

- Researched, compiled, and completed the mandated **Comprehensive Equity Plan 2016-2019**
- Developed and created a Transgender Student Policy #5756

The district recognized **Week of Respect**, October 5-9. Activities and lessons were conducted at each grade level.

Anti-Bullying Specialists provided an opportunity to discuss HIB related information at each monthly faculty meeting.

PE & Health curriculum designed to introduce students to the basic concepts of communication, collaboration and teambuilding with an emphasis on decision making. Through classroom activities and project adventure activities students are provided the opportunity to brainstorm ideas, make decisions, solve problems, build cooperative teams, and resolve conflicts.

K-12 Guidance Newsletters disseminated to parents every two months.

PA announcements acknowledging positive accomplishments of students and staff.

Anti-Bullying Coordinator updated the HIB link with new staff and parent training presentations detailing the district's HIB policy and procedures (with particular focus on the protected categories) and preventative measures.

The character education program implemented by the elementary guidance counselors/Anti-Bullying Specialists is designed to educate and promote positive decision-making among students in grades K-6. The program also focuses on building empathy and tolerance to improve school climate and social interaction.

Support services through the Student Assistance Program, CST and Guidance Department. Each Anti-Bullying Specialist and the Anti-Bullying Coordinator served on the district's Affirmative Action Committee as a means of working collaboratively.

Students in grades 7-12 participated in the Department of Public Safety's S.O.S. (Shovel Out Seniors) Program. Students were assigned to shovel the homes of seniors during inclement weather.

In conjunction with the Department of Public Safety, the Nutley School District offers the **C.H.A.M.P.** student mentoring program. The district's Student Assistance Coordinators (SAC) train Nutley High School students to act as mentors to younger students who are in need of social support. C.H.A.M.P. operates on a yearly basis, and mentors meet regularly with the SACs to monitor their progress as well as the mentees'.

Carnival of H.O.P.E. held on Saturday, April 23, 2016 focused on positive decision-making and being Above-the-Influence. Nutley students participated in the H.O.P.E. for Nutley PSA CONTEST. Students created a public service announcement (PSA) with the following idea: “What are you *Above the Influence*, and why?”

George, The district purchased 20 copies to share within our libraries of the book, *George*, by Alex Gino. *George* is a transgender fourth-grader. She’s the heroine of a new book intended for readers in grades 3-7. *George*’s hope is that she can help transgender kids feel less alone.

John H. Walker Middle School

- Students trained on the Anti-Bullying Bill of Rights and the district's HIB Policy which included instruction on preventing HIB on the basis of protected categories and other distinguishing characteristics were conducted on the following dates:
 - September 10 (8th Graders) September 11 (7th Graders)
- HIB prevention presentations in health classes.
- **School Violence Awareness Week** presentations by Detective Mike Padilla of Nutley Police Department on October 19 and October 28.
- **STAND Club** assisted in coordinating School Violence Awareness Week (October 19-23) and Red Ribbon Week (October 23-31) activities
- **Mix It Up Day** – February 11, 2016
- **Bi-Monthly Advisory Lessons**
 - Five students developed an anti-discrimination PSA which was shown to all students during the March 24, 2016 advisory lesson on discrimination.
 - Student Council sponsored activities were conducted to build a sense of citizenship, responsibility, respect and caring within the community.
- Members developed and facilitated Spirit Week the week of May 31-June 3.
 - **TUESDAY – MENTAL HEALTH AWARENESS DAY**
 - Wear green to support Mental Health Awareness Month.
 - Posters promoting mental health were hung in the cafeteria.
 - Public Service Announcements pertaining to mental health statistics and information were made throughout the day.
 - **WEDNESDAY – PRIDE DAY**
 - Wear your group's assigned color to show your support for the LGBTQ community.
 - The group (Centre) with the most participants received a Rainbow Friendship Bracelet.
 - Posters supporting Pride Day were hung in the cafeteria.
 - Members of NHS' PRISM Club conducted presentations during lunch.
 - **THURSDAY – TIP YOUR HAT DAY**
 - Wear a hat! Tip your hat to acknowledge respect for friends, faculty and staff.
 - **FRIDAY – SPORTSMANSHIP DAY**
 - Wear your favorite professional or local sport team's clothing as a sign of good sportsmanship – respect yourself, teammates, opponents, coaches and officials.

Lincoln School

During the 2015-16 School year the following activities have occurred:

Lincoln School Safety team presented to the PTO members the Nutley HIB policy and procedures.

Library has a display of Anti-Bullying/Affirmative Action section with books that raise awareness and tolerance.

Simon Sez Assembly during the Week of Respect at Lincoln: October 2015

During the School year **Character Education Lessons** at all grade levels promoting awareness of self and others in and out of school setting emphasizing respect and acceptance of all.

4th grade classes: Read book: **The Hundred Dresses** and did various activities

The book centers on Wanda Petronski, poor and friendless **Polish-American** girl. Her teacher, outwardly kind, puts her in the worst seat in the classroom and she does not say anything when her schoolmates tease her. One day, after Wanda's classmates laugh at her funny last name and the faded blue dress she wears to school every day, Wanda claims to own one hundred dresses, all lined up in her closet at her worn-down house. This outrageous and obvious lie becomes a game, as the girls in her class corner her every day before school, demanding that she describe all of her dresses for them. She is mocked, and her father, Mr. Petronski, decides that she must leave that school.

The teacher holds a drawing contest in which the girls are to draw dresses of their own design.

Wanda enters and submits one hundred beautiful designs. Her classmates are in awe of her talent and realize that these were her hundred dresses. The students who teased her feel remorse and want her to know this, but they are not sure how. They decide to write her a kind letter and send it to her old address.

Students participated **in Mix-it-Up day October 27, 2015 & April 21, 2016**

Entire school participated in activity "Enemy-Pie": Book was read and students created recipes for friendship grades K-5.

Unique Week (5/31/16-6/3/16): Activity to celebrate tolerance and appreciation of diversity among all students.

NPD Visit with 2nd grade: promoting acceptance and kindness towards others.

International film festival: grade level chose a foreign children's movie to view with class, activities included geography and history.

Grade 4: Culture Project: researched family, culture, government, food, clothing, location, and language. They created posters representative their research and in addition food from their culture project for students in class.

4th & 5th grades used readworks.org to explore and learn and promote conversations about tolerance, acceptance, diversity, and respect.

During the school year age appropriate lessons were presented to students during:

- **Black History Month**
- **Women's History Month**

Books

How full is Your Bucket?
The Juice Box Bully
The Worst Day of My Life
Personal Space Camp
A Bad Case of Tattle Tongue
Don't squeal unless it's a Big Deal

Videos

Pickles and the Bully
McGruff, Anti-Bullying Film
When the Going Gets Scruff!
Carbear and the Bullies

We discussed equality vs. justice at the beginning of the year when we spoke about how everyone needs different things to succeed in school.

We covered bullying, tolerance, and respect for others with Dr. King lessons in January.

We learned about rights and responsibilities while studying the Revolutionary War, Civil War, and Pilgrim/Native American relations during Social Studies.

We learned to respect cultural differences with holiday studies in December.

Bullying Unit:

- Watch a brief video clip of on www.youtube.com of the movie, "Forest Gump." Students are asked to make a prediction at a particular interval in the video clip. The video elicits a class discussion on the types of bullying observed and how our perspective to a situation can affect how we handle it.
- Students were asked to write a journal entry responding to "How can we use the obstacles we face as learning lessons to empower ourselves?"(students asked to make a T-S-T, T-T-T, and/or T-W-T connects to the question). Journal responses shared aloud with the class. To be later used as a prompt to an essay.
- Students discussion and notes on various terms/forms of Bullying-Direct-Physical, Verbal: Indirect-Social; Cyber bullying and forms of it; Child Types of Bullying; Characteristics of a bully and those of a typical target; effects of bullying, preventions methods, ways to deal with it, etc.

- Complete a "Bullying Survey" and analyze the results to recognize tendencies toward bullying types related to age, gender, etc.
- Explanatory Writing activities related to "Who is a Bully"(motives behind why a bully becomes a bully, analyzing a quote made by a well-known celebrity and "The Power Punch of Words", inspirational paragraph utilizing designated key words, etc.
- Complete "Effects of Bullying" activity packet with partners utilizing a bullying website, www.heyugly.org. Students answers questions regarding acronyms, slogans, celebrity bullying accounts, fact-finding research, etc. Followed by class discussion of findings.
- View a brief video on www.heyugly.org and observe how the effect of each bullying account changes as a result of the bystander's action. Respond to follow-up questions and lesson learned from this video about the impact a bystander can have on bullies and their victims.
- Complete a "Power of the Bystander" Comic Strip Project-focusing on the impact a bystander can have on the victim, as well a bullying situation.
- Students viewed "Chrissa: An American Girl Movie" and answered a corresponding film questions packet.

Peer Pressure Unit: Various lessons and activities centered on teaching various forms of peer pressure, how to reject it, how to recognize manipulation, and strategies to empower themselves and others.

Social Studies/Language Arts-"Focus of Change" Movement-whereby students learned about the Civil Rights movement and the importance of acceptance and equality. Students then brainstormed issues that plague our society today, such as Prejudice, Animal Abuse, Endangered Species, etc., and worked with partners to develop and present their "I Have a Dream..." Speeches. In order to do so, students researched their topics to facilitate the power and persuasion of their writing, and their overall, "Focus of Change" Movement speeches. Class voted on the most powerful "Focus of Change" Movement Speech.

Yantacaw

The students and staff engaged in an international film festival. The films were Ponyo and My Neighbor, Totoro. One of the students visited the studio where My Neighbor, Totoro was created in Japan and brought in pictures for the class.

The library has a display of anti-bullying section with books that raise awareness, respect, and tolerance.

Elementary Guidance newsletter is distributed by the guidance department, highlighting various areas promoting various activities and workshops in schools.

Guidance lessons throughout the year in classrooms dealing with manners respect, following directions, anger management, coping skills, friendship, tolerance, and acceptance.

During the school year age appropriate lessons were presented to students during:

- **Black History Month**
- **Women's History Month**

Radcliffe

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Spring Garden

As part of SGS's Annual Children's Foreign Film Festival grade 4 watched "A Cat in Paris", "Song of the Sea" (Ireland), and "Spirited Away" (Japan).

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Washington School

International Food Day

ESL students studied their countries of origin and made flags

International Film Day

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Additional Elementary counselor lessons/books

“Did not know I was a Bully”
“Is There an App for That”
“Nobody Knew What to Do”
“I’m Gonna Like Me”
“Each Kindness”
“Howard B. Wigglebottom Leans Manners”
“Howard B. Wigglebottom Learns to Listen”
Howard B. Wigglebottom, I Can Get Along with Others”
Howard B. Wigglebottom and the Monkey on His Back”
“”Different Types of Families (u-tube)
“Berenstain Bears, Manners Matter”
“Thank You, Mr. Faulker”
“I Just Want to do it My Way”
“Mr. Peabody’s Apples”
“Ned the Upstander”
“Pete the Cat”
“Story, The Road”
“English Roses”
“Say No to Bullies”
“The Invisible Bot”
“Mean Soup” (u-tube)
“When Sophie Gets Angry”
“My Secret Bully”
“Watch You Tongue Cieley Beasly”
“Nobody”
“Juice Box Bully”
“Stand Tall, Molly Lou Mellon”
“The Three Questions”
“Surviving Peer Pressure” video
“Friendship Soup” (u-tube)
“Spaghetti in a Hot Dog Bun”
“Invisible Isabelle”
“Gameday”
“The Frozen Finger”
“Teamwork Just isn’t My Thing”
“I don’t like to Share”
“Please stop, I don’t Like That”
“Soda Pop Head”
“Have You Filled Your Bucket”
“I Was so Mad”
“Wilma Jean, the Worry Machine”
“Don’t squeal unless it’s a Big Deal”
“Weird”, “Dare”, “Tough” Series (bullying from Victim, Bully & Bystander perspective)
“The Girl Who Never Made Mistakes”
“Stand Tall Against Bullying” (video)
Clarissa Stands Strong” video
“Bad Case of The Tattle Tale Tongue”

Nutley High School

- Facilitated *Staff* In-Service Training on NJ Anti-Bullying Law/Policies/Procedures
- Facilitated Training for All *Students* on NJ Anti-Bullying Law/Policies/Procedures
- Trained all incoming Freshmen at Orientation in August on HIB Policy/Procedures
- SAC trained 3 school districts in NJ: Successfully Transitioning Transgender Youth
- SAC worked cooperatively with Garden State Equality to forge a relationship between the agency and school districts in an effort to promote transparency in advocating for LGBTQ individuals
- Garden State Equality participated in Affirmative Action meetings in the district to plan for April 2016 professional development for staff
- SAC trained staff at monthly faculty meetings on HIB Policy/Procedures
- Club Fair held to encourage student participation in clubs/volunteerism throughout the school; inclusivity/equal opportunity for all to participate and experience sense of community
- All students and staff in the district wore blue on Monday, October 7th for BLUE SHIRT DAY-WORLD DAY OF BULLYING PREVENTION in a unified effort to STOMP Out Bullying
- The NHS School Safety Team met throughout the school year to coordinate efforts in maintaining a positive school climate and culture
- Each day during the Week of Respect, motivational quotes were announced reminding students about having good character, respecting others and promoting kindness.
- “**Cookies for Kindness**” fundraiser: bake sale to raise awareness of simple acts of kindness that make a difference
- **Spirit Week**: encourages a sense of community and inclusion for all throughout the school while demonstrating a sense of pride in one’s class

- **Respect Links Us Together:** positive messages written on “links” of paper utilized by students and staff to promote a positive school climate and culture
- The Guidance Department developed a bulletin board to promote positive use of social media (i.e. twitter and Instagram) through hash tags and tweets. (#RESPECT4...)
- Guidance Department promoted use of Teaching Tolerance as a resource to staff for lessons and instructional supplements.
- **AMBASSADOR PROGRAM:** developed by SAC to welcome new students to the district and utilize positive peers to encourage investment in the school community
- **CHAMP PROGRAM:** utilizing trained peer mentors as role models for identified younger peers in a one-on-one setting with improved socialization and decision-making as the goal
- **Respect Week:** Challenged Mr. Kelly’s class to develop public service announcements (PSA) on anti-bullying; PSAs were developed, filmed and broadcasted on Channel 77 for the community. “Raiders Rise” was a product of this collaborative effort and was utilized across the district to train students.
- **MENTAL HEALTH AWARENESS MONTH:** positive posters and quotes read over the PA system to raise awareness about mental health issues and to reduce the stigma associated with mental health issues; bake sale and parent email to continue the conversation
- NHS Guidance Department sends out bullying resources to parents through Naviance and the Guidance Gazette, as well as utilizing posters to promote anti-bullying efforts and individuality
- NHS Library had a display on anti-bullying as well as promoting books to raise awareness about respect, tolerance and individuality
- Key Club facilitated Random Acts of Kindness activities during the month of October and throughout the year. In addition, students demonstrated acts of kindness through volunteerism and community service projects.
- A list of Bullying/Cyberbullying resources is available to staff on SAC website and on resource list

- Health classes discussed harassment and healthy relationships among peers as well as promoting counseling as an effective strategy in dealing with problems
- History Department infused respect/tolerance into curriculum through the study of various events in history
- English Department utilized various novels (i.e. “To Kill A Mockingbird”, “The Scarlett Letter”) to teach lessons on social ostracism and prejudice and infuse those lessons into curriculum
- Dr. Michael Fowlin assembly on stereotyping, diversity and anti-bullying presented to high school students.
- Gabe Hurley presented to high school students about negative decision-making and the impact of such on students’ socialization and lives long-term.
- Project Pride: inmates share personal decisions that impacted their lives permanently. Discussions involve how to make good decisions and treat others with respect and dignity.
- Crash Course in Reality: students were encouraged to support each other and reduce negative peer pressure re: drinking/distracted driving and celebratory illegal alcohol use
- Decathlon: students were encouraged to display healthy competition with themes and colors in lieu of previously established unofficial hazing procedures for underclassmen. Points were earned for showing kindness/respect to peers. Event was held during the school day to minimize opportunities for procedural infractions and to increase staff supervision.
- Pre-Prom Assembly: administration reinforced student codes of conduct prior to prom to reduce incidences of alcohol use and HIB infractions
- CONSENT 101: senior health class students received information on affirmative consent and reviewed case law on failure to understand this concept. Discussed alcohol as a possible contributor to poor decision-making re: consent
- Club Consortium: SAC spearheaded a consortium of club leaders to solidify monthly themes in cooperation with themes of character. Next year, plan is to collaborate with all clubs to unify messages of positivity across the grades through previously established events (spirit week, decathlon, week of respect).

- Naviance emails were consistently sent to parents to educate and raise awareness regarding bullying, stereotyping, and respect for others.
- In an effort to utilize a teachable moment, assignments were assigned to many of the aggressors named in HIB Incidents. These assignments were then reviewed by administrative members of the School Safety Team and discussed with the aggressors in an effort to change behaviors long term.

NHS Prism (formerly GSA)

- **PRISM hosted a Pink Out Day** to reduce bullying
- **PRISM** raised awareness of stereotyping transgender people by generating formalized discussion around the Caitlyn Jenner costume
- **PRISM** facilitated “**Color Out Bullying**” in which students and staff participated in sending positive messages to others on “handprints” of paper. Different colored handprints were displayed throughout the first floor hallways to demonstrate diversity, and yet unity, among students.
- **PRISM** held a **CANDLELIT VIGIL** to honor Matthew Shepard and the lives of other people who lost their lives to bullying.
- **PRISM** hosted a **CHALKWALK** in which the beautiful messages and artwork of students was honored outside of the high school to remind students the importance of respect and kindness.
- NHS students performed the **LARAMIE PROJECT** honoring the life of Matthew Shepard and the lives of other LGBTQ youth struggling to have a voice
- **PRISM** hosted a **Day of Silence** to demonstrate the struggle of LGBTQ youth in finding their voice against the adverse impact of prejudicial attitudes and intolerance of diversity.
- **PRISM** challenged students to create a short “**Respect Video**” demonstrating what they believe respect looks like to students
- **NIGHT OF NATIONS:** to celebrate diversity and to honor differences